

# **West Virginia Black Emphasis Program FY 2005 Annual Report**

## **Communications**

- Civil Rights Poster updated with photos of SEPM's and contact information 2005

### **Networking**

- Worked with FWPM on reporting
- Work with the Civil rights Advisory Committee (CRAC) 2005
- Worked on Affirmative Employment Plan with CRAC 2005
- Worked with Affirmative Employment Report with CRAC 2005
- Attended Quarterly CRAC Meetings

### **Email**

- A tribute to Dr. Martin Luther King, Jr. 1/5/2005
- Wrote article on Dr. Martin Luther King Jr.'s Holiday Celebration 12/27/2004
- Emailed "Today in Black History" to all WV employees, 01/12/2005
- Emailed 2005 USDA flyer on Dr. Martin Luther King's birthday, 01/12/2005
- Emailed Black History Month announcement letter and accompanying information, from Chief Bruce Knight, 01/31/2005
- Emailed website of contributions of African Americans, 01/31/2005
- Emailed "Unsung Hispanic Heroes", 01/31/2005
- Emailed "New Philadelphia", 02/07/2005
- Emailed "African American Architect", 02/15/2005
- Emailed "Remembering Ossie Davis", 02/28/2005

## **Working with Leadership**

- Participated in all CRAC meetings
- Participated in AEP/AER committee 2005
- Conducted Civil Rights Compliance Reviews of the Hamlin Field Office and the Mountain RC&D Office
- Accompanied the National Civil Rights Compliance Review Team during their reviews of the Beckley, Princeton, Union, and Lewisburg Field Offices

## **Black History Month Celebration**

- Wrote article on Dr. Martin Luther King Jr.'s Holiday Celebration 12/27/2004
- Emailed "Today in Black History" to all WV employees, 01/12/2005
- Emailed 2005 USDA flyer on Dr. Martin Luther King's birthday, 01/12/2005
- Emailed Black History Month announcement letter and accompanying information, from Chief Bruce Knight, 01/31/2005
- Emailed website of contributions of African Americans, 01/31/2005
- Emailed "Unsung Hispanic Heroes", 01/31/2005
- Emailed "New Philadelphia", 02/07/2005
- Emailed "African American Architect", 02/15/2005
- Emailed "Remembering Ossie Davis", 02/28/2005
- Secured 8 posters for Black History Month, 01/2005
- Helped set up Black History Month Celebration Lunch-In and video at Morgantown State Office, 02/17/2005

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## **Training**

- Attended National Organization of Professional Black NRCS Employees, Sacramento, CA, 12/2004
- Presented “How Well you know Black Americans” at South Area Staff meeting, 08/23/2005
- Worked with WV – FWPM on BEP 2005 Business Plan, 10/2004.
- Conducted Civil Rights Compliance Review in Hamlin Field Office and Mountain RC&D in the South Area, 2005

## **Recruitment, Promotions, and Recognition**

FY2004 Awards data received to date:

- Employees who have identified themselves as members of Diversity Groups made up 5.7% of the WV NRCS workforce in FY2004. Diversity Group members received 5.2% of the Awards received for FY2004.